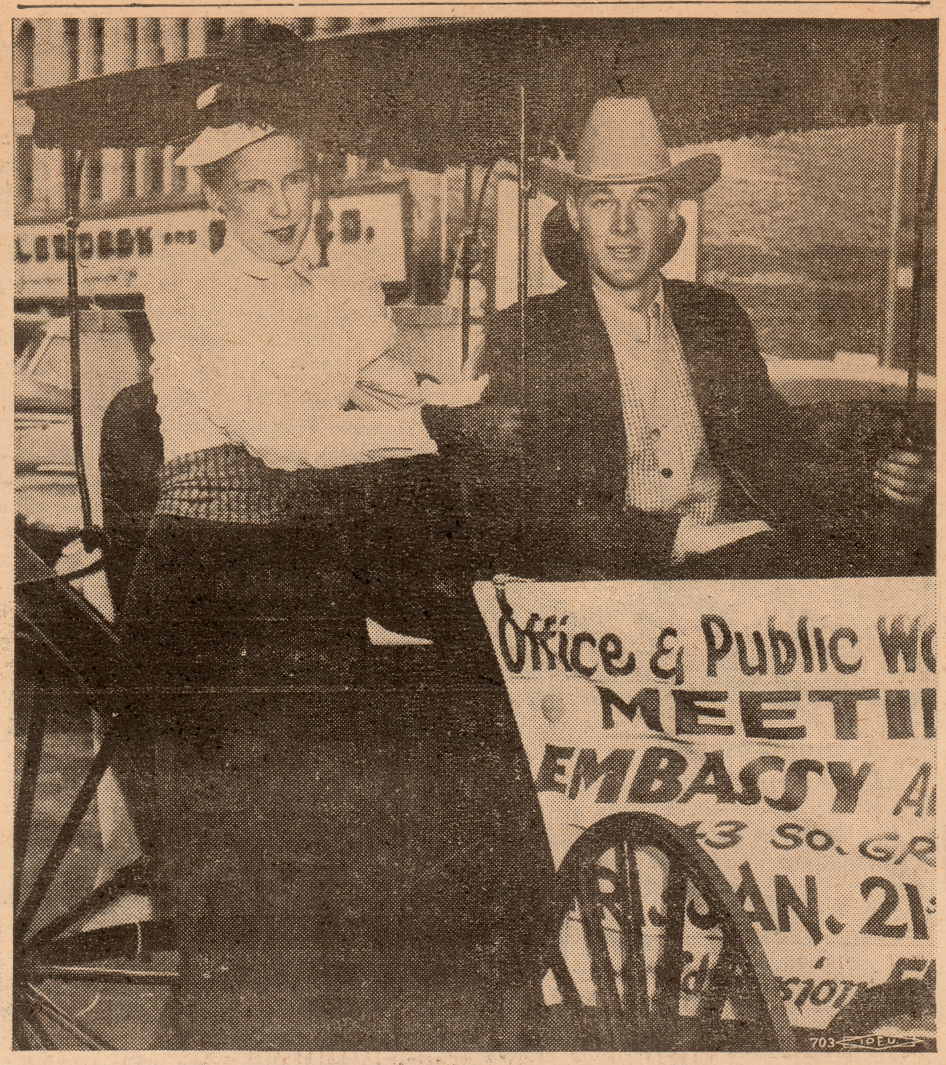
We Sweep 2 More Met State Votes (Page 3)

OFFICE and PROFESSIONAL NEWS

FEBRUARY, 1944 — NEW YORK, N. Y.

Vol. X, No. 2 — 5c A Copy



HORSE-AND-BUGGY SALARIES MUST GO. That's what stenographer, Pat Tosney of the UOPWA, and screen actor Ben Johnson, are saying to the salaried employees of Los Angeles where CIO and AFL white collar unions joined in a big mass rally on the eve of the Senate hearings and where the Mayor proclaimed Jan. 21 "White Collar Day." L.A. is only one of the cities where organized white collar workers beat the drums to get the nation looking toward Washington during the Senate hearings. (See story p. 4)

Pru Says "No" So Far to $10 Raise

NEW YORK—The Prudential Insurance Company of America opposed any kind of increase for its 14,000 agents in two days of negotiations with the union, but agreed to meet again with the UOPWA on March 1 to consider further the proposal for a $10 a week raise.

The agents earn enough, the company declared. A raise would increase the cost of insurance. The cost of living hasn't gone up as much as the union claimed, the company argued.

Carrol Shanks, Vice-President and General Counsel, who headed the delegation, reported that this decision had been reached in consultation with the highest Prudential officials. Other members of the delegation were Sylvester Smith, vice-president; Harold M. Stewart, vice-president; F. B. Gerhard, vice-president and assistant actuary; O. E. Beal, supervisor.

The conferences opened Jan. 31 at National Union headquarters with Pres. Lewis Merrill introducing the union's position. Merrill argued that the cost of living had gone up 43.5% and that the agents were entitled to a raise to meet higher prices. He emphasized that a raise was a direct means of increasing the sale of insurance.

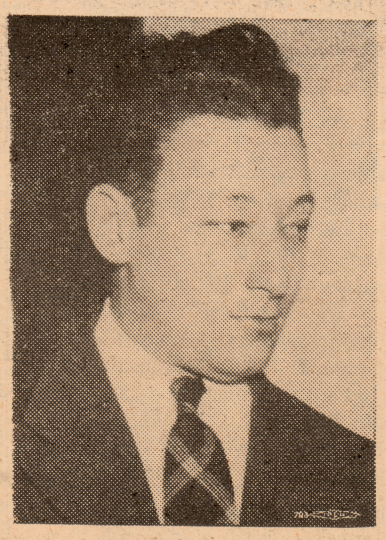
Other members of the Negotiating Committee were Nat'l Insurance Director Leon W. Berney, Local 30 President Roy Whitman, William Skolnick, Herbert Jacobsen, James Barletta, Hilton Rose, Oscar Shaffer, William Knotts, Nathan Freedman, Edward Dolan, H. J. Downing and John Schutz.

The union suggested, and it was agreed, that the two delegations meet again March 1 after the union had reported the company's attitude to the membership and received further instructions.

A subcommittee consisting of Lewis Merrill, Leon W. Berney, Roy Whitman, Oscar Shaffer, Herbert Jacobsen and William Skolnisk was appointed to gather more data supporting the Union's proposal.

Hitch Salaries to Teheran Goals, Merrill Tells Senators

WASHINGTON, D. C.—Salaries must be stepped up, streamlined and harnessed to the new economic goals possible for the nation as a result of Teheran, UOPWA President Lewis Merrill told the Senate Subcommittee investigating the plight of "fixed income groups." Otherwise, he said, the whole nation is going to be held back in achieving full peacetime production and prosperity. **(See further coverage of hearings p. 4)**



Boy and girl meet Senators at white collar hearings and pose for Paramount News reel with Senator Pepper and Pres. Merrill. Bill Krowe, $28. billing clerk at Bethlehem Shipyards. Gloria Maglio, $18. file clerk at Parents Magazine.

Armed with budgets, briefs and "human exhibits," the white collar workers took Capitol Hill by storm last month, and through their testimony before the Subcommittee on Wartime Health and Education (of the Education and Labor Committee) made a suddenly "white-collar-conscious" nation aware that from now on they are a factor to be dealt with in shaping the nation's policies.

The four-day hearings closed Jan. 29 after government officials, labor chiefs, dignified professional spokesmen, representatives of organized and unorganized groups and "just plain average" white collar workers had taken their place at the witness table.

In a joint statement issued by Senators Claude Pepper (D., Fla.), chairman of the subcommittee and Elbert Thomas (D., Okla.), chairman of the full committee, the Senators announced their intention to study this broad question further and "recommend strong, positive steps for its solution."

Their immediate recommendations follow almost in their entirety those originally made by the UOPWA in "Salary Policy to Win the War." They are:

- **"Unfix fixed iniomes" and "bring them into line with new price levels."**
- **Publicize, simplify and facilitate the procedures whereby salaried employees can get increases**
- **Enforce "stringent stabilization and rigid price control"**
- **Give "such relief from taxes and other financial burdens as can be furnished consistently with the prosecution of the war."**

UNION GETS RAISES FOR BANK CLERKS AFTER BIG MINORITY POLL; CIO PLEDGES AID

NEW YORK—The union is growing at Corn Exchange. The 609 bank employees who voted "yes" for the UOPWA in its first major bank poll Jan. 19 have already set up an executive committee, created grievance machinery in the branches where they are strongest and asked for union bargaining rights for the 45% minority they represent.

Their narrow margain of defeat (609 to 768) made them conscious of how very close they were to victory. The raises that the bank handed out during the campaign and is continuing to hand out now have convinced them that they must hold onto the union.

Consequently the next day after the election new membership cards started coming in by two's and three's, as employees who had waited to join until "the contract was signed" decided they ought to get inside and help build the union.

Meanwhile the large union vote was accepted generally as conclusive proof that the field was ripe for organization and that UOPWA was in banking "to stay." In Washington the national CIO executive board voted full financial banking to the UOPWA's drives to organize bank employees nationally.

Corn Exchange management reacted promptly to the large union minority by posting a notice in every branch the next day saying that the "difficult problem" of classifications would be taken up at once, and reminding the employees that the door was open to take op anything

(Continued on page 5)

Get Broad Support Behind Our Wage Policy, CIO Board Urges

WASHINGTON, D. C.—Declaring that any effort to prop up the creaking and outdated Little Steel formula would lead to further dislocations of our national economy, the CIO Executive Board meeting here last week reaffirmed its entire program adopted at the Philadelphia convention and urged every union to rally around it as the firmest basis of national unity.

Meeting just after Philip Murray had read into the record of the Senate Committee up on Capitol Hill where the budget of a $2,500 steelworker against a 43% rise in living costs, the CIO again pointed, as at Philadelphia, to Congressional obstruction of the President's economic program and to rigid interpretation of national wage policy as the culprits.

It urged that in every locality the CIO membership rally the support of liberal, progressive, church and farm groups and state and local officials for its campaign to win genuine economic stabilization, explaining the need to revise the Little Steel formula and get prompt Congressional action on subsidies, fair prices and renegotiated war profits.

UOPWA BANK DRIVE

The CIO Board also threw its full financial backing and support behind the UOPWA in its current drives to organize bank employees and establish adequate salary scales in this strategic white collar field. **(See story p. 1.)**

FDR UNITY APPEAL

Gathered for the first time since the Philadelphia convention, it applauded President Roosevelt's recent appeal for unity to back the invasions and realize for America the economic bill of rights made possible by Teheran.

It pledged that labor will not falter on the eve of the great attack and called on every affiliate "religiously and meticulously" to observe the no-strke pledge.

It repeated its opposition to the Austin-Wadsworth and similar national service proposals. It restated its adherence to the manpower mobilization resolution passed at the Philadelphia convention which opposed national service legislation and set forward standards which any national measures of mobilization would have to meet to be effective.

SOLDIERS' VOTE

It demanded prompt Congressional action to give servicemen the right to vote by a uniform Federal ballot and praised President Roosevelt for his blast at the "states-righters." **(See story p. 6.)**

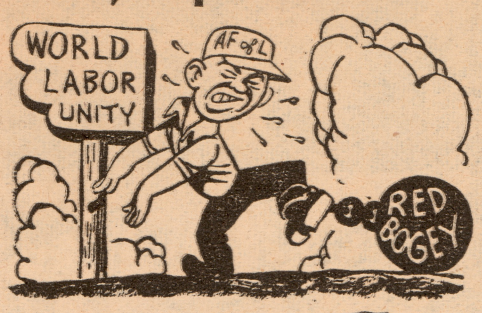
LONDON CONFERENCE

It endorsed President Murray's acceptance for the CIO of the invitation to the London World Labor Conference, June 5, and designated President Murray, Secretary James B. Carey, General Counsel Lee Pressman and the nine CIO vice-presidents as delegates.

HEALTH AND WELFARE

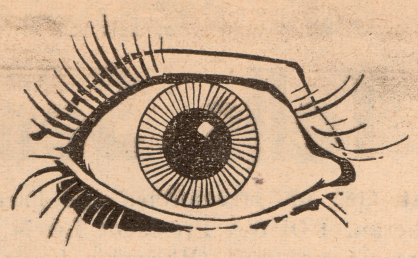
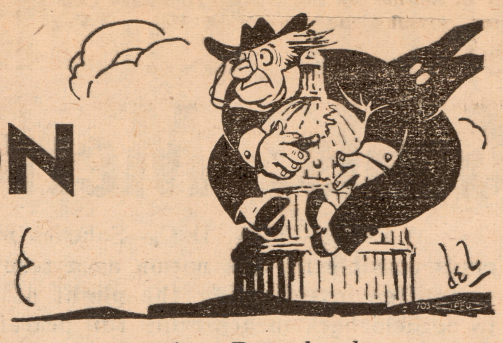
Finally, it set up a National CIO Health and Welfare Committee whose function shall be to "develop and promote an overall health and welfare program through which it can serve its own ranks and give much-needed leadership to other sections of the people who look to labor, including returning veterans." UOPWA President Lewis Merrill was appointed a member of the committee which is chaired by Nat'l Secretary-Treasurer Carey.

British Praise CIO, Rap AFL



LONDON—British press and trade union comment uniformly praised the CIO for its statesmanship in accepting the Trade Union Congress' invitation to the June world labor conference and was sharply critical of the AFL for refusing to attend any conference where the Soviet unions were present.

Says the "Manchester Guardian": "The AFL does not speak for American workers." Declares Will Lawther, president of the 700,000-strong Miners Federation: "An insult to our great ally . . . at strange variance with the United Nations unity declared at Teheran." Says Bryn Roberts, sec'y of the Nat'l Union of public employees: "A great disservice to the TUC and to the international trade union movement, including the AFL."

KEEP YOUR  ON 

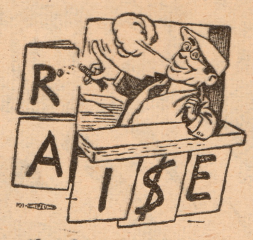
The battle of the Soldiers' Vote is still the main issue before the nation. But also keep your eye on the subsidy ban that is ready for the Senate floor. The same reactionary coalition that doesn't want the servicemen to vote is out to sabotage any stabilization in our cost of living.

BILL	WHAT IT DOES	WHERE IT IS	ACTION	Check Here
Service Vote (S 1285, S 1612)	S 1285 is Rankin's "states rights" bill that gives no guarantee votes will be counted ,and excludes merchant marine. S-1612 is Green-Lucas-Worley compromise, providing Federal distribution and collection of ballots but not counting.	WHERE IT IS Rankin Bill may have been passed. Senate may have passed Lucas-Green Bill. If so, joint conference next. If Lucas-Green Bill defeated, states' bills go to Pres.	Urge President to veto Rankin Bill if passed and your Rep. to uphold veto. If Senate has not acted, urge Sen. Wallace White, acting Min. Leader, to round up Republican votes for Lucas-Green Bill with provision for mandatory counting. If Lucas-Green Bill defeated, ask President to veto previously passed Eastland-McClennan Bill and urge Senators to uphold veto.	☐
Subsidy Ban (S 1458)	Continues Commodity Credit Corp., but tapers off food subsidies and kills them June 30, 1944. Passage of this bill means no price rollbacks.	Reported out of Senate Banking Committee by 10 to 9 vote. Now headed for Senate floor.	Wire Senators to demand removal of subsidy death sentence from bill and press for continuance of subsidies on $1,600,000,000 as minimum.	☐
Taxes	Differences between House and Senate bills were ironed out in conference, but it's still the same old tax bill, soaking the poor, leaving large loopholes for the big incomes, and raising only $2,500,000,000—about one-fifth the amount asked by the Treasury.	On the way to both House and Senate.	Wire both Senators and Representatives demand they vote against bill, enact equitable win-the-war tax program. If repassed by both Houses, urge FDR to veto.	☐
"Equal Rights" Amendment	Under guise of giving women "equal rights," this proposed Constitutional amendment would actually kill all laws protecting women workers.	Voted last year by Senate Judiciary Committee, now due for early appearance on Senate floor.	Write your two Senators against.	☐

UOPWA Flashes

Interboro Pay Up Again

Fifth renewal spells a $9 raise to 100 standmen of Interboro News Co. Average earnings come to $37 a week now. Up for approval before War Labor Board on basis of incentive pay. Commissions used to be limited to 1½% on the first $200 business. Now they're scaled to 3% for next $400, 4% for next $300 and so on up. Negotiator was Local 18's Aaron Schneider.



Hancock Win

Hancock men in Buffalo District Office No. 2 voted 22 to 1 for the union Jan. 27. Five new Hancock polls are due covering several hundred agents. Petitions have been filed in Providence, R. I., the largest insurance office in the country, in San Francisco, in two cities in Massachusetts and one in Connecticut.

Parents' Organized

Publishing workers at Parents' Magazine want a chance to vote for Local 18. The union filed Jan. 28 for an election. Grievance committees functioning in every department and an executive committee are working hard to see that an overwhelming majority of the 275 employees vote UOPWA. Hiring salary in the largest department is $18.

Locals 16 and 18 Want FDR Again

NEW YORK—UOPWA's largest local has gone on record urging President Roosevelt to run for a fouth term. At a membership meeting Jan. 24, Local 16 members voted unanimously to endorse the President's "continuation at the helm" to insure the carrying out of the agreement reached at Teheran.

The Executive Board of Local 18, Book and Magazine Union, has also called on the President to run for re-election. The Board took up the question as a result of a petition from a group of organized news standmen.

$'s to Doughnut

More classifications bring 70 office employees at the Doughnut Corporation of America raises of $3 to $10. Last year Local 16 got them raises of about 25%. Saturday work in the new contract will be paid for at time and one-half. Now awaiting WLB approval.

Womrath Raises

Raises up to $6 a week for 100 sales employees at Womrath Bookshops. Local 18 and an incentive plan and salary scale did the trick. Incentive based on increase in monthly volume of sales over previous year. Minimum for sales clerks upped to $23 to start with; $25 after three weeks. Okayed by War Labor Board and made retroactive to Sept. 6.

Before Albany

What about that amendment for 6½% on intermediate, Mr. Senator and Assemblyman? Local 30's working for the right answers. Legislators were their guests at a big luncheon in the Bronx. Senator Joseph, Assemblyman Wachtel and Mr. Hurstein, representing Senator Dunnigan, said they'd vote "yes." More luncheons in other boroughs scheduled with other legislators.

More Welfare News

Foster Home Department of the Colored Orphan Asylum has signed a contract with Local 19 . . . SSEU has organized a majority of the employees at the American Committee for Christian Refugees, and the Committee for the Care of Jewish Tuberculosis.

Published on the First of Each Month by United Office and Professional Workers of America, 8 West 40th Street, New York City 18. Subscription $1 a year. Re-entered as second class matter Oct. 15, 1942, at the post office at New York, N. Y., under the Act of March 3, 1879.

PENNA. UNDER MET PACT NOW

CLAUSE BY CLAUSE, [illegible] Statewide Metropolitan negotiating committee discuss and ratify the new contract negotiated in one month flat. Terms are generally the same on those in Greater New York and New Jersey pact. Wages go to the War Labor Board, with the Pennsylvania men joining their case to New Jersey's in the demand for a $10-a-week increase. Reading the contract (left) is Regional Director Albert Shepard.

ILLINOIS AND MASSACHUSETTS METROPOLITAN AGENTS SWING INTO UOPWA PARADE

There's no stopping the Metropolitan agents in their cross-country race to join the union. Bringing close to a majority the Met agents represented by the UOPWA on a nation-wide basis, Illinois and Massachusetts debitmen alike picked the UOPWA by a two to one vote in labor board elections Jan. 21 and 28. In both states competing organizations were on the ballot but failed to get to first base. They couldn't compete with the understanding and enthusiasm and stepped-up activities set in motion by the Nat'l Prudential Conference which spilled over to the unorganized, winning the support of Met and Pru and Hancock men for the union's salary policy.

In Illinois the vote was 860 for UOPWA; 74 for AFL; and 403 for no-union. In Massachusetts a company-encouraged "independent" union took a sound drubbing. Score: 547 for UOPWA; 294 for the "independent". 74 for no-union.

In the next few weeks the UOPWA has the opportunity to win bargaining rights for a clear majority of the company's total field force. Michigan agents are due to vote Feb. 25. An election in St. Louis will be held before Feb. 13. Petitions are filed or pending in Miami, Connecticut, and California.

Illinois

"A triumph for rank-and-file initiative and teamwork," said Midwest Regional Director Morris Yanoff, describing how they won in Illinois.

About 125 agents acted as volunteer organizers. Some 45 district office chairmen carried the brunt of the work led by a five-man organizing committee composed of Nate Rosenbaum, George Sasek, Louis Landsman, Tom Phelan, and Louis Fischer, and assisted by the Regional Office.

Chicago agents not only organized their own offices but travelled 150 miles to Galesburg to bring news of union policy to the downstate districts.

Yeoman work was also done by organized Pru agents in Peoria, Springfield, Moline, and East St. Louis, all applying a unified approach to organizing because of the close contact maintained with the Regional Office through meetings and conferences.

Rank-and-file work signed up a majority in the union even before the election with 60% on an initiation and dues-paying basis. Agents were encouraged to undertake self-government immediately by electing office committees and getting them to function. Union literature played an important role. In the Rockford office, the agents signed up 100% on the strength of what they read in "Union Policy," insurance paper of the Midwest Region.

Massachusetts

The Massachusetts victory was particularly significant because the UOPWA lost a state Metropolitan election there by one vote two months before. The union was able to get a quick repeat-election when the "independent" filed for a vote and the UOPWA secured a place on the ballot with them.

The situation in the second poll was touch-and-go until the last ten days of the drive. Many of the agents were still confused by smears against CIO used by a group of "loyal" agents in the first election and carried on by the "independent." Then the war policies of the UOPWA began to register through the union's fight for adequate salaries and public discussion on the Senate white collar hearings.

The tide was turned at a meeting of Boston agents four days before the vote where Acting Regional Director Frank Siegel in a stirring speech convinced Met, Pru, Hancock, and Boston Mutual men of their personal stake in the results of the vote. The men went from the meeting to telephone booths where they made over 200 calls to Met agents telling them why they should vote CIO. They also worked as teams in home-contacting.

Credit for an estimated 85% vote for the UOPWA from the Northern areas belongs to Nat'l Representative Frank Curtin who won the support of the agents by showing that the men could make a greater contribution to the war by belonging to one strong union of all agents and white collar workers instead of "a union for Met agents only," the would-be talking point of the "independent."

Notice Insurance Agents!

If your district office has not received favorable reply from Governor Thomas E. Dewey New York on his support of our 6½% insurance bill, send him a wire at once, signed by as many insurance agents as support our bill in your district office.

Leon W. Berney, Director

GEB Faces Challenging Agenda

NEW YORK—Local union presidents and full-time organizers have been invited to sit in on the opening session of the General Executive Board meeting February 10-12 in order to hear President Merrill's opening discussion of the challenging prospects that lie ahead for the UOPWA.

Then the members of the GEB, gathered from San Francisco to Boston, will settle down to two days of hard work. The record of every division and region will be reviewed. The kind of program the union needs in light of changes that will take place in white collar fields; the financing of new organizational projects; the place and plans for the 1944 convention all will be upon the agenda.

Two GEB members will be unable to attend. They are Lt. John J. Stanley, Nat'l Sec'y-Treas., now bound for duty overseas, and Cpl. Jerome Shore(now stationed at Camp Van Dorn, Mississippi.

REMEMBER THE TRANSATLANTIC WELFARE FUND that UOPWA's social service members collected and that was presented in tribute to the wartime broadcast at UOPWA's 1942 convention in tribute to the wartime heroism of British social service workers? Well, here's the Common Room of the Nat'l Council of Social Service, London, that it furnished; and here, on the left, are America's Fred K. Hoehler, president of the Nat'l Council of Social Work, who presented the gift at the UOPWA convention, and England's "Maggie" Bondfield (seated) who received it there.

CLEVELAND SSEU INVITED TO CO-SPONSOR INSTITUTE

CLEVELAND — With no full-time organizer and no regional director to rely upon for direction, with a big turnover in both membership and leadership in the past year, social service Local 32 is making the name UOPWA stand for something in Cleveland welfare circles.

This year for the first time the union has been invited to be a co-sponsor welfare's annual "big show," the Health and Welfare Institute given by the Cleveland Welfare Federation.

The consistent effort made by Local's members to stimulate community welfare mobilization has culminated also in a whole series of requests for speakers to explain more about the union program. The Emergency Committee of the Welfare Federation, the Cleveland Federation of Settlements, and a regional Staff Conference of Jewish Workers all have expressed interest in hearing more. Evelyn Adler, UOPWA's National Social Service Director, will be the speaker at the Jewish Staff Conference Feb. 19.

Carol Pulsifer a family case worker, who has taken over the presidency of the local from Robert Schmalz who has just been induced into the Army, reports that their program is paying off in new organization. Bellefaire, one of the country's largest children's institutions, has recently been organized and is being asked to recognize Local 32 as bargaining representative.

The Board at Bellefair has met with the union negotiating committee and agreed to hold a consent election. Caseworkers, groupworkers, clerical, maintenance and cottage parents all will vote. The votes will probably be counted by some mutually agreed upon person of standing in the profession and the Board has agreed to recognize the union if it shows a majority.

Salary Policy Spread

The Office of Community War Services (Federal Security Administration) has circulated copies of the UOPWA social service salary policy to its Welfare Committee, made up of leading representatives of public and private agencies throughout the country.

The response shows wide agreement with the UOPWA's assertion that salary scales in this field must be determined on the basis of job qualifications and not by the method of financing.

The only disagreement expressed was by a few who doubt the need for collective bargaining in the welfare field.

White Collar Workers Look to Washington:-

With focus on the Senate hearings on the plight of fixed income groups, the nations white collar workers took the spotlight all over the country last month. Spark-plugged in many cases by UOPWA regional offices and locals, coordinating committees of AFL and CIO unions, labor and non-labor groups set themselves up to act as sounding-boards for local white collarites and to make sure that whatever recommendations the Senate Committee makes will be carried out in the communities.

Here are the high spots:

LOS ANGELES—Mayor Fletcher Bowron proclaimed Jan. 21 "White Collar Day" and Mary McCall, president of the Screen Writers Guild, spoke on the white collar workers' future at a mass meeting Jan. 21 after Professional, Office & Public Employees Co-ordinating Committee was formed with Bernard Lusher, president of AFL Screen Office Employees Guild as chairman.

SAN FRANCISCO — William Phiel, West Coast director, reported from here that the San Francisco Board of Supervisors passed a resolution commending the Senate hearings, while nine organizations, including both AFL and CIO unions and the Business and Professional Women's Council, YWCA, set up a White Collar Conference Committee of the Bay Area and held a meeting on the problems of white collar employees in the area Jan. 23.

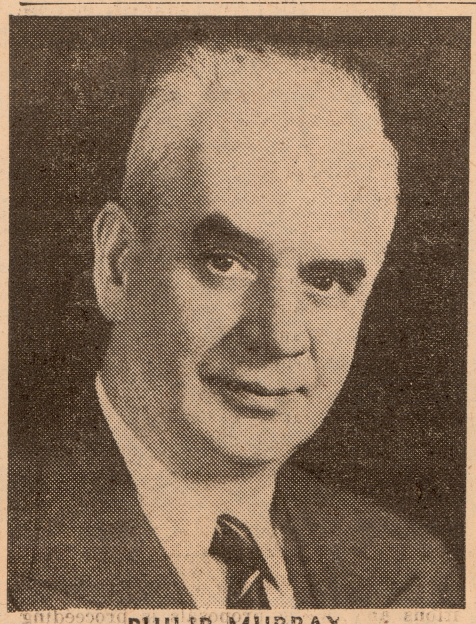
CHICAGO — Midwest white collarites here set up a United Committee of CIO White-Collar and Public Employee Unions and staged a mass white collar rally Jan. 21, from which thousands of petitions urging action to relieve the plight of white collar groups were sent to the Senate committee.

BUFFALO—Forty delegates representing 15 white collar groups, including AFL and CIO unions, the YWCA and the Social Workers Club, at a conference Jan. 23, united to urge higher salaries for white collar workers, while free time on two radio programs for an address by Regional Director James H. Durkin and a skit by union members, plus a public message to the Senate hearings from ten prominent local citizens helped to focus this war center's attention on its salaried citizens.

BOSTON—Prof. Kirtley Mather, Harvard professor, who testified at the hearings for the National Wartime Conference, carried with him the facts and figures and recommendations of a "preliminary hearing" held by local representatives of the UOPWA, the Federation of Architects, Engineers, Chemists and Technicians and the Boston Teachers Union. One finding: average white collar wage in Boston, $21.

WILMINGTON, Del. — Representatives of white collar unions and a YWCA group met Jan. 24 and agreed to call a city-wide white collar conference to get a report on the hearing from Delaware's Senator Tunnell, a member of the committee. UOPWA office workers at Dravo shipyard and Regional Director Albert Shepard participated.

NEW JERSEY—In Trenton, Local 71 president Kenneth O'Dell called together local CIO unions and suggested setting up a joint Trenton CIO White Collar Organizing Committee. The proposal is being considered. Same idea is up for consideration in Northern New Jersey, where Regional Director Nicholas Chase says definite plans are under way for a mass white collar rally including non-union groups to receive a report on the Senate hearings.



PHILIP MURRAY

AT THE SENATE HEARINGS JAN. 25-29

CIO Pres. Philip Murray, first witness at the Senate hearings testified Jan. 25 that the cost of living had gone up 43.5% and that the steelworker making $2,600 a year today is no better off than one making $1,400 in 1941.

Murray challenged the figures of the Bureau of Labor Statistics which reflect a rise of only 23.5% in the cost of living. He pointed out that the OPA controlled prices on foods included in the BLS survey but that prices on foods not included in the survey were permitted to run wild. Moreover, cheaper lines of goods are disappearing and quality is deteriorating. None of these and other factors are taken into consideration by the BLS, he asserted.

Emphasizing the hardships caused by higher living costs, Murray turned from the steel worker to the white collar employee living on a fixed income. **He declared that the CIO was in full sympathy with the desire of the white collar worker for remedy of his economic problems and that the CIO white collar unions were vigorously working for improvements in the position of the salaried employee.**

Others Who Spoke for The White Collar Worker

American Public Welfare Assn.; International Assn. of Fire Fighters, AFL; National Education Assn.; Nat'l Non-Partisan Council (Alpha Kappa Alpha); Federation of Architects, Engineers, Chemists and Technicians, CIO; Nat'l Wartime Conference; State, County and Municipal Workers of America, CIO; Young Women's Christian Assn.; Department Store Employees Union, CIO; American Federation of Labor.

Government Witnesses:

Bureau of Labor Statistics, Nat'l War Labor Board, OPA, Social Security Board, Bureau of the Census.

President Merrill's complete testimony has been printed as a pamphlet called "The White Collar Workers and the Future of the Nation."

Price:

15c per copy.

The UOPWA Said:

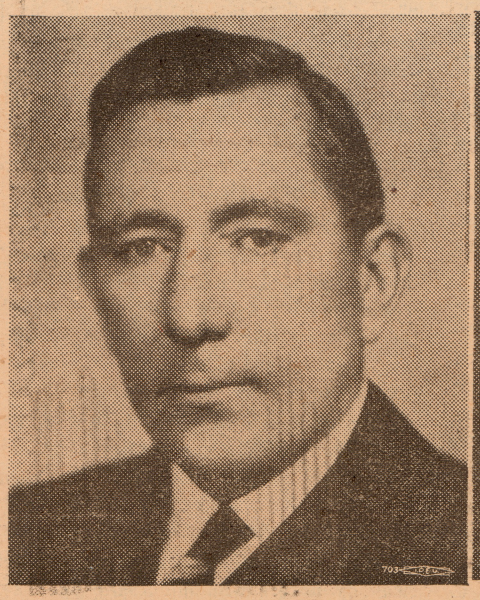
In the post-war world fundamental economic changes will take place in our country. All of our economic institutions and practices will have to be revised in the light of the nation's new needs.

The cost of production will become the nation's concern since it will be the foundation of our national prosperity. The cost at which goods can be laid down in foreign ports will help decide the relative share which the U.S.A. will receive in exchange for our own goods.

The fight for a sound salary policy is the fight for efficient production and reduced unit cost. Unless, during the war, salary policy and working conditions which guarantee a stable working force are instituted in the banking industry, for example, there can be no hope of equipping the industry to meet the full tests of the post-war period. The main way of increasing the productivity of administrative labor is by increasing the productivity of the individual salaried employee.

Under the stress of national emergency, people have been able for a short time to absorb harsh living conditions. This expenditure of reserve strength is already taking its toll. What might be justified as an emergency war situation must not become our normal behavior in time of peace. This means that the social services will have an extraordinarily important role to play in connection with insuring high production.

The government should institute salary classification standards for each industry based on the principle of securing maximum performance and production. The government should immediately institute a study to make proper use of white collar skills in the post-war period.



SENATORS WHO CHAIRED THE HEARINGS. (Left) Sen. Claude Pepper (D., Fla.) and (right) Sen. Elbert Thomas (D., Utah.). Other Senators were James Tunnell (D., Md.), Kenneth Wherry (R., Neb.) and Robert M. LaFollette, Jr. (R., Wisc.)

The Senators Say:

After listening to all the witnesses and studying all the briefs submitted, Senators Pepper and Thomas (chairmen respectively of the Subcommittee on Wartime Health and Education which sponsored the hearings, and of the full Education and Labor Committee), issued a joint statement. Copies of the full statement may be obtained from the national union. Its main points are summarized here and in the story on page 1.

Some 20 million Americans are living on incomes that have not risen appreciably—salaries in the "white collar" category, etc. . . . **The difficulties of many of these people have become so acute that they are now living partially "in the red. . . ."** Witnesses agreed that "at a level even as high as $50 a week. there is at the present time a very narrow living margin."

Rigid control over prices is needed. . . . This is a responsibility of Federal government. . . . Action should be taken to "unfix" the fixed income. . . . We urge simplification wherever possible in the forms and procedures of the War Labor Board. . . . We believe the War Labor Board should make all possible efforts to influence the granting of salary increases to workers who are close to the level of subsistance.

It is our intention to study this broad question of the plight of the fixed income individual in all its aspects and to recommend strong, positive steps for its solution. . . .

Nat'l YW Board Signs Pact For Professionals

NEW YORK—The National Board of the YWCA, which appeared at the Senate hearings as a witness in behalf of white collar workers, voted last month to sign a contract with Local 19 for its 100 professional employees.

The contract includes salary increases and grievance machinery. A joint union-management committee has also been set up to discuss additional increases and classifications. The 35 maintenance workers at the National Board, who are already organized, are now joining forces with the professionals to organize the 100 clerical workers. The UOPWA is now recognized by the YWCA in nine cities.

The Brooklyn YWCA, on the other hand, is forcing Local 19 to take its demand for a signed contract for 100 maintenance employees to the War Labor Board although the union represented the workers in negotiating a $13,000 total annual increase.

Adler Addresses AASW

WASHINGTON, D. C. — A dinner meeting of the American Association of Social Workers held here Jan. 11, heard Evelyn Adler, UOPWA National Social Service Director, discuss the growing possibilities for cooperation between labor and social work since Teheran.

FROM BOTTLE TO BOND TO BOMB. Herbert F. Jacobsen (right), a member of the National Prudential Negotiating Committee and office chairman of the Irvington, N. J. office, opened the Fourth War Loan drive with a bang as he coaxed Francis Schmidt (left) into emptying his 120 lb bottle-full of pennies and converting them into $180 in war bonds. In the Third War Loan drive Jacobsen sold $10,250 worth of bonds. This time he scored a record of $7,625 in one week. He credits his success to his "visual-aid kit," a home-made booklet of newspaper clippings and pictures which emphasize the benefits of democracy and show the sacriaces our boys are making to defend it. A German-born American citizen, Jacobsen is proud most of his sales were to men and women of foreign extraction. He hopes to see his native city, Bremen, liberated from the Nazis and to avenge his two cousins killed at Midway. Jacobsen considers union membership an important part of his citizenship. "While I am selling people the idea of investing money

MORE ABOUT BANKING

(Continued from page 1)

that was bothering them! The long-pending overtime problem got settled and employees are now getting full time and a half.

In response to the union letter asking bargaining rights for the 609 employees it represents, the Corn Exchange bank replied evasively. Commissioner James Largay of the U. S. Conciliation Service is now trying to arrange a meeting between union and management. The UOPWA's case for bargaining rights is based on legal precedent: where the minority is substantial and a dispute affects the war effort, the War Labor Board has ordered a company to deal with a union.

Meanwhile the Corn Exchange union membership is losing no time putting their organization on a solid dues-paying basis. They met at Local 16 headquarters Feb. 2 and elected the following officers: T. Duncan Robinson of Queens County branch, chairman; Mrs. Ann Carmody of 28th St., vice-chairman; Chester Caddick, of Chatham Square, secretary, and Hugh Brimner of South Brooklyn, treasurer.

These officers will head an executive committee with representation from head office departments and each branch. With the help of Local 16 executive secretary Joseph Levy, they are beginning to set up functioning branch grievance committees and get out branch publications that will show the constructive and stabilizing role of the union and win over the employees whose anger at the steel and railway strikes and general confusion about labor led them to vote no-union.

Job Study Set Up at Curtiss

BUFFALO—Big news in the negotiations for 5,000 white collar workers at the Curtiss Wright Corporation is the company's agreement to work with the union on a complete job study that would correct the weaknesses of the present system of classifications and rates of pay.

One of the biggest beefs of the technical and office staff is the current job evaluation system at Curtiss which has been playing havoc with morale and efficiency. On the surface it seems scientific. The company has established a series of labor grades, each of which has a minimum and maximum rate of pay. Increases for merit up to the maximum can be granted every four or six months.

The trouble is that the rates for all labor grades are too low. More than that, the pay scales between labor grades overlap each other so much that the system becomes meaningless.

Engineer John Smith, for example, with a higher labor grade can earn $5 less than Draftsman Harry Brown whose job might be rated two grades lower. John Smith might get promoted to an even higher labor grade and not get any increase for promotion because pay rates in the labor grades overlap.

The union is out to correct this (1) by a flat $2 increase in the minimum rates and (2) by reclassifying and upgrading jobs now valued below their worth.

In addition to reclassification the union is seeking a 20% cost of living increase. This proposal is one of 12 disputed issues covering vacations, patent clause, severance pay, and other conditions which have been referred to the War Labor Board. Agreement has already been reached on leave of absence, seniority, labor management, dues deduction, grievance and arbitration machinery.

The job study and reclassification is being made by a sub-committee of the union negotiating committee together with the company's chief classification men. Union committee members include Ben Mooney, Helen Monroe and Louis Corbett.

The first step of the committee is to get an accurate job description. They interview the employee. They consult with the department steward. They compare their facts with the company's job description.

The committee tests the point-value assigned by the company to the job. Is it too low? That's what they have to find out. There are nine factors to consider: experience required, degree of complexity, education, etc. For each factor there are as many as six possible point-ratings. Add it up. The higher point-ratings may send a job into a higher labor grade and a higher salary rate.

After completing its study the subcommittee will make a full report to the Negotiating Committee. The Negotiating Committee will work out with the company those changes on which agreement can be reached. Disputed issues will be referred to arbitration.

AMERICA'S ECONOMIC BILL OF RIGHTS

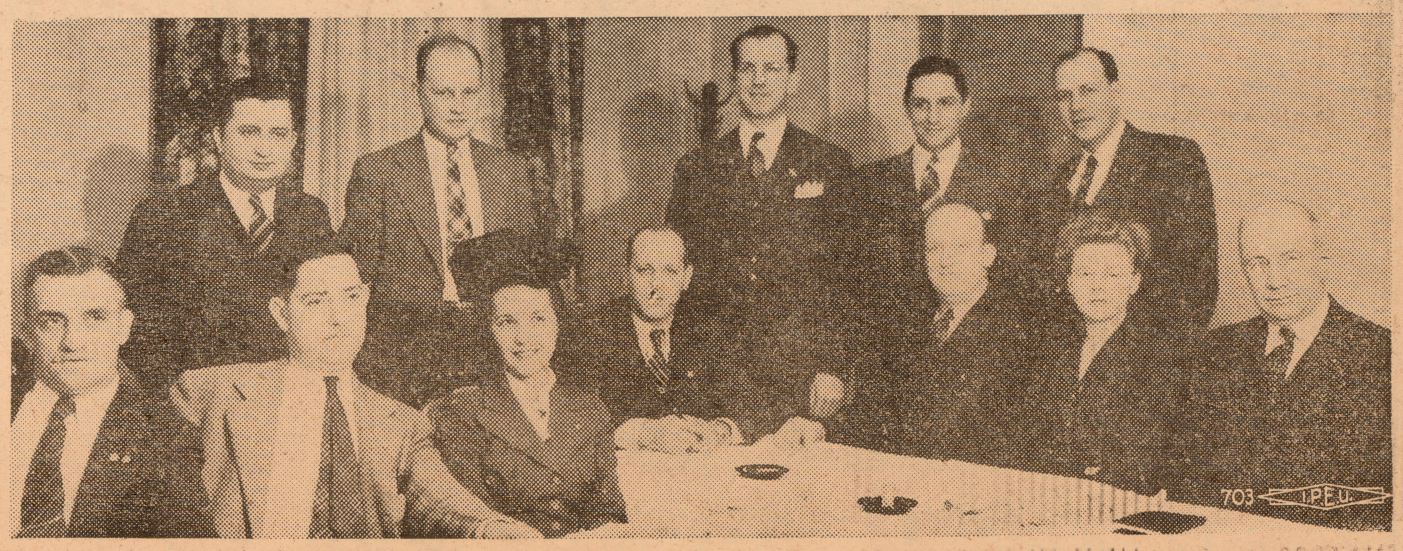
(As outlined by President Roosevelt in his message to the nation)

1. **The right to a useful and renumerative job in industry or the shop or farms or mines of the nation.**
2. **The right to earn enough to provide adequate food, clothing and recreation.**
3. **The right of every farmer to raise and sell his products at a return which will give him and his family a decent living.**
4. **The right of every businessman, large and small, to trade in an atmosphere of freedom from unfair competition and domination by monopolies at home or abroad.**
5. **The right of every family to a decent home.**
6. **The right to adequate medical care and the opportunity to achieve and enjoy good health.**
7. **The right to adequate protection from the economic fears of old age, sickness, accident and unemployment.**
8. **The right to a good education.**

TITLE TALKS

NEW YORK—Discussion of job definitions and salary proposals is proceeding at Title Guarantee & Trust where Local 96 has agreed to a 10-day extension of the time set by the WLB for the negotiation of classifications. Salary scale offered by the union runs from $19 to $23 for the lowest classification (messenger) to $50 to $73 for the highest category. The WLB is being asked to assign an arbitrator for the other three title companies.

OFFICE AND PROFESSIONAL NEWS
Official Publication of the
UNITED OFFICE & PROFESSIONAL WORKERS OF AMERICA, CIO
National Office: 8 W. 40th St., N. Y C
LEWIS MERRILL, President
JOHN J. STANLEY, Secretary-Treasurer
HELEN KINGERY, Editor
FEBRUARY, 1944
ALLIED PRINTING TRADES UNION LABEL COUNCIL NEW YORK 300 Vol. X—No. 2
* Now serving in U.S. Army



NEGOTIATING COMMITTEE. CURTISS WRIGHT (Left to right) Seated: Albert Attle, James Richardson, Mary Coccionitti, Jack Logan, Chairman Ben Mooney, Helen Monroe, Carl Meier. Standing: John Mullaney, Jr., Lewis Cascadden, Regional Director James H. Durkin, Lewis Corbett and Nat'l Rep. Robert Curtis Bornholz.

LABOR PUTS HEAT ON FOES OF SOLDIERS' VOTE IN BOTH HOUSES

As we go to press, the showdown battle for democracy over the soldiers' right to vote is at its height. On one side, demanding a simple uniform Federal ballot for servicemen, are the President, the War Dept., the labor movement and perhaps the greatest demonstration of public sentiment ever stirred up around a legislative issue. Certainly the soldiers have indicated in every way they can that they want to vote.

Yet despite the mass public sentiment for prompt action, a gang of reactionary Republicans and poll-tax Democrats feels privileged to drag out endless debate and parliamentary complications in both House and Senate over various forms of "State" ballots which the President has flatly termed a "fraud." (See Keep Your Eye on Congress—p. 2.)

Despite the fact that American boys are dying every day for the right of free ballot, 263 Representatives (including 184 Republicans, all except 11), were unwilling to "stand up and be counted" in a roll-call vote on the Rankin "States-rights" bill.

All labor has condemned these foes of the soldiers' vote (see CIO story—p. 2), and community councils and local unions in every community are really beginning to put the heat on their Congressmen.

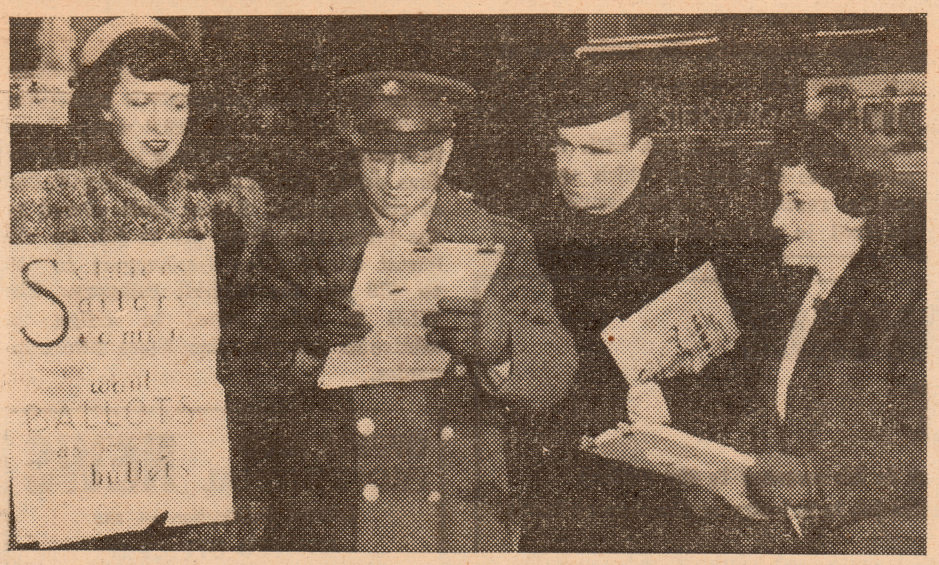
One of the best jobs in the UOPWA has been done by the office workers' canteens. In Boston over 2,000 servicemen's signatures went down to Washington as a result of a poll taken by girls at the Local 8 canteen.

All Boston locals joined in a delegation to Senators Walsh and Reps. Herter and McCormack, majority leader of the House, urged the unions to keep up their pressure. The unions urged him to take a more militant stand on the House floor.

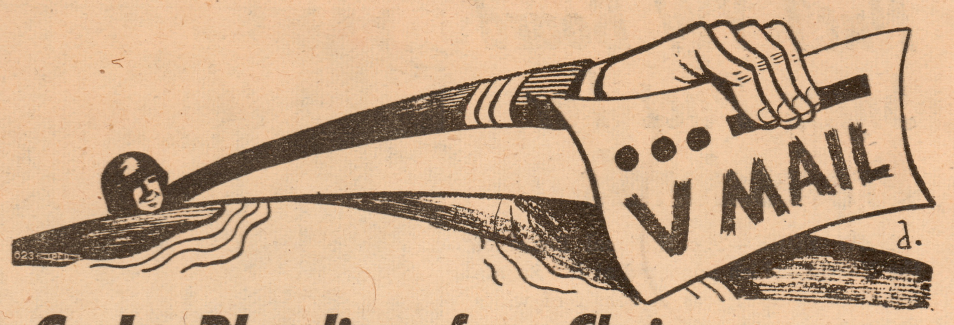
Petitions from Local 109's Silver Screen Canteen in New York City were delivered in the Capitol by Organizer Ellen Davidson and rank-and-filer Alice Goodman who joined a soldiers'-vote delegation from the New York CIO Council. New York Congressmen all declared they were for a vote for the soldiers, but Rep. Joseph Clark Baldwin (R.), who describes himself as a liberal and friend of labor, voted against a roll-call on the Rankin bill.

Insurance locals in Jersey have gathered over 360 soldier vote petitions, while in the Midwest, Regional Director Morris Yanoff headed a delegation to visit Congressman Ralph E. Church and is cooperating with the local Political Action Committee.

The heat is really on—but apparently the Congressmen and Senators can't tell when they're sitting on a hot stove. Let's make it hotter!



WE WANT TO VOTE! Servicemen are telling UOPWA girls literally from New England to California. Above, two girls from Local 3's Office Workers' Canteen brave the cold weather to take petitions to servicemen in the center of Boston. Said Canteen Chairman Cladys Nahamkin, "A pretty girl, music, refreshments and all the friendly informal atmosphere won't mean a thing to the boys if their basic right—the right to vote—is taken away from them." Below, Ronnie Pepper (l.) and Sue Coritz (r.) of San Francisco Local 34 get a definite okay on the soldiers'—and sailors'—vote from a group of sailors at the Pepsi Cola Center for Servicemen.



G. I. Plaudits for Christmas Cigarettes Keep Coming In

Letters are still arriving to say thanks for the cigarettes the national union sent to members in services. Some of the packages literally followed our boys around the globe. We're going to keep on printing excerpts from the thank-you letters here until everyone's had a chance to find his favorite serviceman in print.

GEORGE A. MILLS, U. S. Navy N.A.T.T.C., Norman Okla. (Prudential, Phila. 10) "Pleasantly surprised. Fine of you to remember members in the service."

A/C HAROLD H. MOSAK—SSEU (Local 39)—U. S. Army Air Forces, Seymour Johnson Field, N. C. "The cigarettes served as an ambassador of good will for unionism generally and the UOPWA specifically."

1st LT. JOE LEVINE (Local 18) 54th Am. Inf. Bn. HQ—A.P.O. 260 Camp Gordon, Ga. "Union publications are always welcome. I like to know my union is growing and going places and Henry Wallace can put his arm over Lew Merrill's shoulder—and does!"

SOMEWHERE IN ENGLAND

CPL. JACK KURS (Local 109) Serv. Battery, 391st Armed F A Bn APO 253 c/o Postmaster, N. Y. (Somewhere in England). "Receive copies of the NEWS occasionally and am very pleased with the progress you are making.

CPL. MILES RABINOWITZ 16th Comm. Sqdn, APO 462, S a. 21, Minneapolis, Minn. "Right now I'm in Whitehouse, Yukon Territory. Have been up here 5½ months and in Canada over 7 months."

SGT ZOLTON L. GALL, 3223, SCSU, ASTP, BARD COLLEGE. Bard College, Annondale-on-Hudson, N. Y. "I looked upon my union as something that worked with me and for me while I was in the field, I was a little surprised and very much pleased to still be remembered by you after I went into service. I apologize for ever doubting the union intended to back us servicemen up."

TARGET TRACER

PFC. MILTON LICHTENSTEEN, BTD. D. 241, C A (HD) Ft. Revere, Mass. "My work is observing—that is, locating and tracing targets and getting the deviations from the shell splashes to the target when the shots are fired. I move from one tower to another, spending about a month at each and then spending a month at the fort."

CPL. RALPH A. HAMILTON 69th Hospital, Camp Swift, Texas. "It is nice to know that you are so thoughtful of your members."

CPL. NICK MILE, 125 Ord. Co. MM, Ft. Crockett, Texas. "It makes a fellow feel good to know he is not forgotten."

PFC. BILL KELLER, Hq. and HQ. Detachment, 22nd Tr. Wing-STV-Keesler Field, Miss. "Our gang had a very merry Christmas Eve party smoking my cigarettes. We are teachers of the 3R's to our more unfortunate soldiers who never had an opportunity for schooling."

LT. EDWARD YOUNG (Local 27) 2nd Lt. Air Corps, Bombardier. "Grateful for copies of the NEWS. It helps keep one in touch with many things which easily can slip away to where you're not always sure as to what is going on. Regards to Joe Levy."

ON MANEUVERS

CPL. MILTON BLEMAN (109) Anti-Tank Co. 3461 N F—APO 448 c/o Postmaster, Nashville, Tenn. "Writing this letter from my 'pup tent' (on maneuvers). It is raining to beat all hell. The cigarettes sure come in handy in these thar woods. Regards to the kids at Paramount. My regards to Dave Golden and Mike Davidson."

1ST LT. JOSEPH IPPOLITO, Hg. Co. 347 Inf. APO 448, c/o Postmaster, Nashville, Tenn. (On Maneuvers.) "During a problem which had lasted four days, the mail clerk came down to me and handed me a package and said, 'Boy, Lt., I guess we smoke at last.' It was a gift of cigarettes from you, and something we had been wanting for days. Being on extensive maneuvers, it sometimes is difficult to obtain such things as these. I wish to extend my appreciation to such a generous all. My men asked me to send their thanks also."

HAPPY ENDING

When Pfc. Ned Schwarz, lately of J. A. Want and Local 16, wrote the union from Ft. Bragg to say thank you for the Christmas cigarettes, he also asked: "At the time I entered the Army, in the latter part of May, Local 16 and the representatives of the direct mail industry had placed before an arbitrator a demand for an increase in wage rates. Did Washington ever pass this increase? If so, would mean some back pay for me."

We are happy to report that a check for $20.60 in back pay has now been sent to Pfc. Schwarz.

WARDMEN

By PFC. Edwin Torpey
Station Hospital, Barrack 504
Camp Edwards, Mass.

Think of the wardmen, day and night,
Who toil long hours for your soldiers' care,
That he will be made well again
To carry on here, and over there.

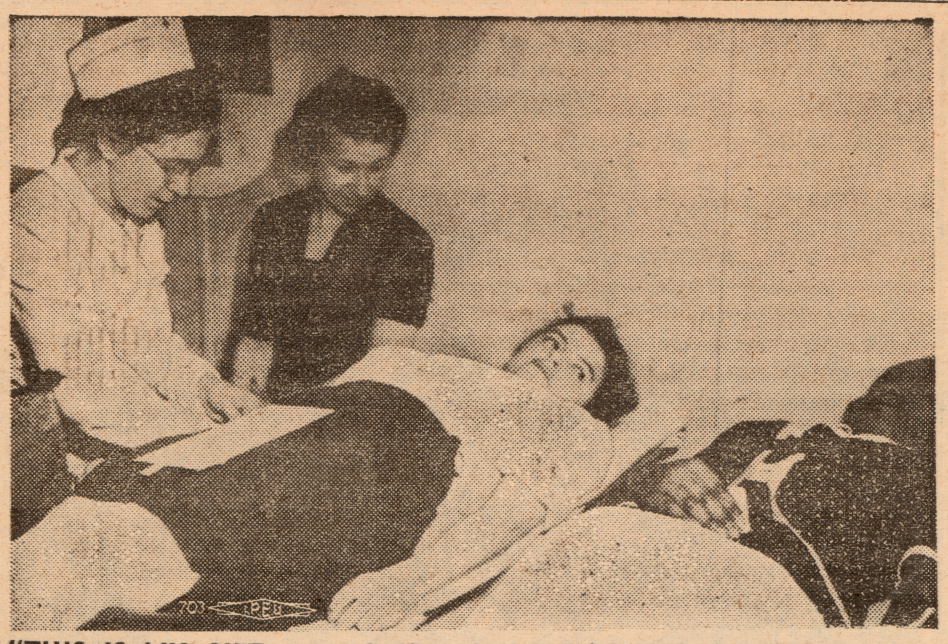
Some have treasured qualities,
Some have a sense of humor, too;
So think of these hospital wardmen,
Who take care of the boys, for you.

PUBLICIST KILLED

Cpl. Harry Larner, former member of the Screen Publicists Guild Local 114 and the Paramount home office publicity department, died on Jan. 27 in a military hospital in Italy of wounds received at the front. He enlisted a year and a half ago with the American Field Service and had been serving with the British 8th Army.

He is the first soldier from both the Paramount home office and the Screen Publicists Guild to be killed in action.

Back THEIR Attack—Buy an Extra Bond



"THIS IS MY GIFT to my brother who is fighting in the South Pacific," said Lillian Kaunos, member of Philadelphia Local 2, when she donated a pint of blood to the Red Cross (above). "He is a Navy Seaman First class," she added. Waiting her turn is Rose Schatz, also a member of Local 2. Both girls have made blood donations before.—In New York, screen Local 114 and 109 have joined with management at RKO, Columbia, 20th Century-Fox, and United Artists to launch a blood donor drive.

What's Playing

Comes the second front and American show business will be ready to "go in" same as the Allied forces, right from the opening round, VARIETY reports. . . . 500 Camp Shows, Inc., units are waiting for the curtain to rise, while the movie companies are readying topflighters like PASSAGE TO MARSEILLES (Warner's) and THE SEVENTH CROSS (MGM) for invasion entertainment.

Show biz, with 80,000 members in the services, is on the beam, too, on the soldier vote issue—big ads in the leading papers, petitions, delegations. . . . Last month at Local 190's SILVER SCREEN CANTEEN, Stage Door to Action preemed SEND THAT BALLOT OUT BUB, starring Zero Mostel, a Living-Newspaper on the servicemen's bill. Stage Door to Action is a group of entertainment industry volunteers who recognize the urgency of dramatizing important homefront problems in order to arouse the public to action in the best interests of the war effort. Want to book a show? Call BRyant 9-0153.

A hot controversy is raging around Hitchcock's LIFEBOAT (20th), with John Steinbeck, author of the original script, beefing that the role of the U-boater is over-emphasized, making it a symbolic figure of the Nazi super-race boast. Treatment of the Negro is bad, too. All in all, this pix sells anti-fascism short.

There's considerable pressure for a public screening of THE NEGRO SOLDIER, Col. Frank Capra's Signal Corps film on activities of Negroes in the Army, but it appears that the Army fears audience reaction in certain places. Guess where.

John Howard Lawson is scripting COUNTERATTACK, the Broadway play about the Soviets at war, for Columbia. . . . Two other American-made pix about the U.S.S.R. are up for release: MGM's SONG OF RUSSIA and UA's THREE RUSSIAN GIRLS (The Girl from Leningrad). . . . Meanwhile, Mr. Hearst, NORTH STAR (Goldwyn), is stacking up as one of the strongest box office pictures ever produced, playing to record attendance and extended engagements in many key cities.

WAR DEPT. REPORT, PRELUDE TO WAR, BATTLE OF RUSSIA and others are being distributed by the Film Division, International Workers Order. Showings can be arranged for $10 and up. Contact Joe Fink, IWO, 80 Fifth Ave., ALgonquin 4-2321.

GUNG HO! (U) could be better. Yet it's got some good moments. We like it when the Marine leader, instructing his men, declares: "We start out by casting out prejudices, religious and racial. We will be more than officers and men. We will be comrades. We will eat, sleep, fight, endure and win together . . ."

Mexican Film Workers Union has selected Warner Bros. as America's top producing company. . . . Motion Picture Committee for Political Action plans funds for the financial needs of Hollywood movie union members returning from the services. . . . Conference of Studio Unions, representing 9 crafts, has endorsed FDR's program, including the Nat'l Service Act, and supports a 4th term.

Gary Cooper, back from a tour of the South Pacific, informs: "Motion pictures are the soldiers' only regular entertainment and as important to the men as letters from home." . . . By the way, have you seen LETTER TO A HERO (RKO)? . . . And are you writing to that buddy in camp?

Good things are being said about NONE SHALL ESCAPE (Columbia), which concerns a German gauleiter on trial for helping crimes committed in the name of Hitler in Poland. . . . MGM's short, TO MY UNBORN SON, based on a letter from a dying Yugoslav guerilla, shouldn't be missed. Nor should LABOR FRONT (UA).

A REAL LIVE ACTRESS, Kay Aldridge (rear center) often entertains and dances with the boys at Local 109's Silver Screen Canteen. The movie office worker hostesses with her—Lila Lippner (l.) and Adele Marigliano (r.) aren't so bad either.

UOPWA MAKES 7 BROADCASTS

WQXR, WNYC, KPAS, WKBW—the white collars are on the air. With the Senate hearings as their center, UOPWA broadcasts have had program time on radio stations on both coasts and in the Midwest.

So widespread a radio campaign is something new for the UOPWA. Radio time has not been easy for unions to obtain, and it is only comparatively recently that labor's fight for freedom of the air has shown the kind of results that enable a single union to have half a dozen programs within a month.

In theory, labor may use the radio as much and as easily as any other organization. In actual practice, however, the National Association of Broadcasters rules most labor programs off the air as "controversial" while giving practically unlimited time and freedom to a General Motors, a Henry Ford, or any other large corporation.

At hearings before the Senate Committee on Interstate Commerce last December, CIO Publicity Director Len De Caux presented a program calling for an end to this kind of discrimination and demanding a large amount of free sustaining program time for labor. "The public interest is involved," he declared, "yet there is no representation for the public, including labor, in any policy making, nor is there any machinery for appeal or relief from unfair and discriminatory decisions."

Thus far, labor has not really cracked the opposition of the big-time networks, although the first rift appeared about two years ago when NBC gave the CIO and the AFL alternately fifteen minutes a week (out of all the hours devoted to advertising soap or tobacco) to present its war program to the nation. Twice it has been the UOPWA's turn on this coast-to-coast "Labor for Victory" program—the last time in December when President Merrill and other white collar union leaders held a forum on who's responsible for low white collar wages.

Over some of the smaller stations to which large numbers of white collar workers listen, UOPWA locals have recently been rousing community support for a program to solve white collar problems.

Local Broadcasts

In New York, President Merrill won friends and influenced banking employees when he talked over WQXR on "The White Collar Workers and the Future of the Nation." The UOPWA also had its day in a series of broadcasts which New York City's municipal station, WNYC, is devoting to the CIO in the CDVO. Local 18 President Jane Benedict and Mrs. Winthrop W. Aldrich, New York CDVO head, introduced a skit written and directed by Local 114 member Mort Frankel, who is now with Columbia Broadcasting.

UOPWA members in Los Angeles took advantage of the city CIO Council's unique daily program over KPAS, "Our Daily Bread" (run by UOPWAer Albee Slade), to plug a big mass meeting celebrating Los Angeles' "White Collar Workers' Day."

In recognition of their role as spokesmen for the city's office and professional workers, UOPWA members won free time for themselves on two stations in Buffalo. Regional Director James Durkin spoke over KBKW and a group of union members put on a skit over WBER.

Insurance agents in Local 141, Moline, Ill., went on the air on the Quad City Industrial Union Council's program when J. B. Casady, local secretary, delivered an address on "White Collar Workers in the CIO."

School for Labor To Open Feb. 14

The new Jefferson School of Social Science, which opens in New York on Feb. 14, offers 75 evening and Saturday courses in a variety of subjects from dressmaking to political economy.

UOPWA President Merrill is a founder of the school and a member of its board of directors. On its faculty are both scholars and active trade unionists—among the latter John T. McManus, president of the N.Y. Newspaper Guild and movie reviewer for *PM* ("The Film Today and Tomorrow"); several well-known labor editors, and Elizabeth Morrow, member of UOPWA Local 18's executive board ("Workshop in Writing Children's Books").

Registration continues through February. Catalogs are available at the School, 575 Sixth Ave., New York 11, or at your local union.

NEW PAMPHLETS

North and South of the Border sets forth labor's good neighbor policy. Prepared by members the CIO Committee on Latin-American Relations, this pamphlet describes working conditions and trade union organization in the principal Latin-American countries and throws some interesting light on recent events. Also contains the Resolutions on inter-American labor unity passed at the last CIO Convention. $5.50 per 100.

They Got the Blame tells in brightly colored comic strips of the origin and results of anti-Semitism and racism as a technique of setting people against each other. Although highly simplified, it is a vivid and useful presentation of the subject. Free.

Order both from the CIO, 718 Jackson Place, N.W., Washington 6, D.C.

This Global War

Trade unions flourish wherever battle conditions permit in the territory retaken by the Yugoslav partisans headed by Tito.

* * *

Madame Sun Yat-sen, widow of the founder of the Chinese Republic, and sister of Madame Chiang Kai-Shek, has sent a direct appeal to American labor to see that aid is distributed to *all* Chinese armies fighting the Japanese.

At present government troops, at the instigation of appeasers within the Chinese government, are blockading guerrilla-held areas instead of turning their guns against the Japanese. "American labor," Madame Sun urged, "can express its interest in China's democracy by going on record against the threat of civil war, which some Chinese reactionaries are preparing in order to destroy this democratic sector of our struggle."

* * *

Nikolai Shvernik, general secretary of the All Union Trade Union Congress, was elected vice-president of the USSR at the last meeting of the Supreme Soviet.

* * *

Africa has its labor movements, too. NEW AFRICA, the monthly bulletin issued by the Council of African Affairs (23 W. 26th St., NYC 10; subscription $1 a year) is worth following. This "dark continent" is making a contribution to the war most of us don't know about.

WASTE PAPER
SHORTAGE IS ACUTE!
SAVE { A BUNDLE A WEEK / SOME BOY'S LIFE
U. S. Victory Waste Paper Campaign

In My Opinion

By Lewis Merrill

As we gulp down victory after victory, we seem, as a nation, to have pushed aside any probing into the full meaning of the Teheran agreement. That is natural perhaps but also dangerous. The Teheran agreement is a compact on the prosecution of the war and the organization of world peace and economic security. The degree to which the aims of Teheran are made the aims of the whole people will, in a very substantial way, decide the tempo with which we meet our war tasks.

It cannot be denied that the nation, including the labor movement, has not rallied to the President's speech which was an affirmation of our new national tasks in the light of the Teheran's military decisions and the provision for full scale economic cooperation in the peace. Labor selected the proposal of national service legislation as the main content of the speech. The employers selected the Economic Bill of Rights as the main content of the speech. Its main content in fact was the determination to mobilize the full resources of the nation for early victory, world order and prosperity.

Of course, the reality remains regardless of what our thinking about it may be. But the more clearly we see the reality, the more certain we are of devising the proper practical measures governing our own conduct.

New Opportunities Must Be Defined

Every group within the nation has to define and measure the new opportunities by the yardstick of the economic, social, political and military changes the Teheran agreement ushers into existence. This is as true of the field of social work as it is true of the insurance industry or the steel industry. It is equally true of those who work for a living and those who employ them. This re-examination, if done properly, can lead to the assumption of additional responsibilities for the war effort and their speedier and more efficient completion.

Of course as a union we cannot assume that the realities of Teheran are going to become the immediate guide to the attitudes of employers or of Congress. The lethargy since Teheran is not encouraging. However, what influence we have should certainly be exerted in the direction of making the knowledge of the reality of Teheran the possession of everyone, and especially the labor movement.

GEB Meets Complicated Situation

Our General Executive Board meeting this month therefore has a most complicated situation to meet. I know it will adopt every measure necessary to enlarge our contribution to the war effort, adjust our policies to meet in a practical way the changed national circumstances. While doing so, it must make certain that our union will be able to play a role in the 1944 elections which will strengthen the salaried employees of this nation.

Certainly we have to be prepared to meet and solve the salary question in actual performance. Therefore, we need and the country needs a larger UOPWA. There is no important reason why in the coming months we cannot make our maximum organizational progress. It is true we may have to do some retooling and adjusting of our program and our organizational techniques to fit actual circumstances. But that will be done.

It is not my aim to discuss fundamental union strategy here. But certainly it is worth noting that the skirmish in the banking industry as represented by the Corn Exchange elections is merely an announcement of our entry as an active organizational factor in the industry. We have made an emphatic advance and we're not going to let go the manifest opportunity to extend our union to include the bank clerks. The way the banks in New York City are tumbling over themselves to grant salary increases is the clearest vindication of our charge that the only real obstacle to these increases was the absence of union organization.

Whether—in the process of bringing about real action on the salary question—our union grows as rapidly as it can is dependent on a number of factors and not the least is whether our own membership perceives the new national opportunities represented by the Teheran agreement.

I wonder how many discussions have been organized by our local unions of the full meaning of the President's speech particularly to our members and the salaried workers generally. Very few, I'm afraid. Yet, we can move as a union only as rapidly as our members are prepared to have us move.

Let's Sweep Out the Cobwebs

Because we want to move faster we'll have to do some house cleaning. We're going to have to sweep out the cobwebs in our own thinking. The pressure of coming events is going to be far too great to tolerate dull, stodgy inner union program, negligence in handling grievances, tardiness in pressing for salary changes, lethargy in organization or half-hearted performance on our war activities program. We've got to change promptly and thoroughly. We've got to decide just what we want and make our preparations accordingly. But we don't know what is wanted unless we chat it out. The more informal we are, the better—at this stage anyway. But the important thing is to chat about the real circumstances and the actual facts. That is why I think we should be thinking and talking about the full meaning of Teheran. When we've got that under our mental belt, we will be ready to go places and do things. And they can be mighty big things and we can do them mighty fast.

At our 1942 Convention, it was said:

"In the course of the prosecution of this war we have an opportunity of guaranteeing to the people whom we represent greater equity in this day's goods and the goods of tomorrow than any time previously in our history. Since 1929, a downward trend in salary rates has continued unabated and in the course of the war effort, has not stopped. Our great aim is to stop it permanently, and bring about the distribution of national income on the basis of equity, on the basis of national necessity, on the basis of needs, and talents, and contributions. For us white collar workers that is the only way we can guarantee economic justice in our time and in our country.

Today, the great usefulness of our own organization is its ability to clarify to the white collar workers and to the middle classes of America the aims, the intentions, the purposes of the government policy, and to bring the white collar workers and the middle classes in closer relationship with and realiance upon the labor movement, and the government which labor so zealously and sincerely supports without reservation."

The Teheran agreement brings that right down to our own doorstep. It's worth thinking about, and talking about and helping to achieve. A little more talk can lead to a lot more action. And it's action, powerful and accurate, that we need!

JERRY AND ANNA SHORE. UOPWA Regional Director "on leave" checks up on his wife to see how she's doing in the job she took as organizer with Local16 when Jerry went into the Army last summer. The report is she's doing swell.

THE FELLOWS WANT TO VOTE, SAYS CORPORAL SHORE

Corporal Jerome Shore, five pounds heavier around the chest and lighter around the rear, dropped in on New York last week after completing the rigors of basic training at Camp Van Doren, Mississippi.

A member of the General Executive Board and former Regional Director in Michigan, Jerry now proudly wears a blood-and-fire divisional insignia established after the Casablanca Conference and dedicated to the "unconditional surrender" of the Axis.

Squad leader in an anti-tank platoon of the infantry, Jerry candidly admitted "it was a damn tough job turning this white collar worker into a soldier. The 25-mile hikes and the gooey mud of Mississippi were a lot of obstacles to hurdle after six years of developing muscles by sitting down," he declared.

Corporal Shore is assisting in orientation classes. During one session the question of the soldiers' vote came up. "They're hot on this issue," Jerry said. "When a Lieutenant implied that this was a civilian affair and that the soldiers should keep hands off, the fellows all jumped on him."

"'Who are the civilians but us?,' they asked belligerently. 'What do you think we're here for except to win so we can all be civilians again?'"

"One guy got up and suggested that we write home and tell our families to help us get the vote by writing to Washington," Jerry said.

"Another chap, sizzling mad over Congressman Rankin's antics to prevent us from voting, suggested that we ask the General to move the camp out of Mississippi, Rankin's home state!"

"They're afraid to give us the vote because we might vote him and guys like him out of office," said another.

Jerry expressed the opinion that the mixture of men from widely different occupations and backgrounds, from city and rural areas, educated and uneducated, was having a stimulating effect on everyone.

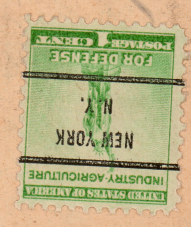
"Mixing together, we came in contact with new ideas and new experiences all the time. It's creating a desire for knowledge and more education and laying the basis for a more alert body of citizens," Jerry said. "The men are becoming more and more conscious of their power as individuals and civilians to shape the policies of our country."

Teheran made a terriffic impression on the men, Jerry reported. "The guys felt all buoyed up by that because they felt it would shorten the war. The President's speech about the Second Bill of Rights got them too."

The future of America was discussed by Jerry during a class on the Teheran conference. "When I spoke about a future where everybody would have jobs and more security and a chance at education, one of the guys yelled out: 'Jeez, kid, you got something there!'"

The future and what they're coming back to are popular topics of conversation. "Chewing the fat in one of the barracks after the class on Teheran," Jerry continued, "one of the men suddenly declared: 'I don't want a yacht. I don't want to be rich. I just want to be sure of a job that will provide for me and my family and let me send my kids to school.' That's what Teheran means to the guys," Jerry wound up.

Make Your Home An Arsenal of Democracy. Save Your Tin Cans, Leftover Fats and Waste Paper. These Materials Are Vital to Our War Effort.

Printed in U.S.A.

JORDAN
C.I.O. BERKELEY
115 W. 16TH ST.
NEW YORK N.Y.
OW16